

COMMISSIONER FOR PATENTS  
Alexandria, VA 22313-1450

2681  
SERIAL NO. 09/895,883

IBM DOCKET NO. AUS920010238US1

DATE: June 4, 2004

Sir:

Assignee Name: International Business Machines Corporation

Assignee Residence: Armonk, New York

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Matrix Management of Personnel Planning Factors

Enclosed are:

- ☒ Supplemental Information Disclosure Statement;
- ☒ Modified form 1449 listing 1 reference(s);
- ☒ copies of any non-U.S. Patent references listed on form 1449.

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37 CFR § 1.97 is satisfied by the following:

- ☒ This Supplemental IDS is being filed pursuant to CFR § 1.197(b), therefore no fee as set forth in § 1.17(p) is believed to be due. If, however, more than three months have elapsed since the filing date and a first Office action on the merits has already been mailed, then please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. **A duplicate copy of this sheet is enclosed.**
- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. **A duplicate copy of this sheet is enclosed.**
- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By Joseph T. Van Leeuwen  
Joseph T. Van Leeuwen  
Attorney for Applicant  
Registration No. 44,383  
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**Certificate of Mailing Under C.F.R. §1.8(a)**

I hereby certify that this correspondence was sent via First Class Mail to the United States Patent Office in an envelope with sufficient postage addressed to Commissioner for Patents, Alexandria, VA 22313-1450 on June 4, 2004.

By: Joseph T. Van Leeuwen  
Joseph T. Van Leeuwen

6/4/04  
Date

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Alexandria, VA 22313-1450



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**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re application of: : **Group Art Unit: 2681**  
Calderaro, et. al. : **Intellectual Property Law Department**  
Serial No.: 09/895,883 : **International Business**  
Filed: June 29, 2001 : **Machines Corporation**  
Title: System and Method for Improved : **Intellectual Property Law Dept.**  
Matrix Management of Personnel : **11400 Burnet Road**  
Planning Factors  
**Austin, Texas 78758**

**SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT**

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The Commissioner of Patents  
Washington, D.C. 20231

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Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

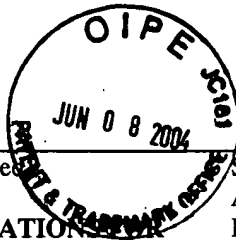
While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Supplemental Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

This Supplemental Information Disclosure Statement is believed to be timely pursuant to 37 CFR § 1.97(b), therefore no additional fees are believed to be necessary. If, however, additional fees are deemed to be necessary, the Commissioner is hereby authorized to charge such fees to IBM's deposit account No. 09-0447.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each of the items on PTO-1449 is supplied herewith.

Respectfully submitted,

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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,883

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 2681

Atty. Docket No. AUS920010238US1

**LIST OF PATENTS AND PUBLICATIONS  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT**

**U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	<u>Date</u>	<u>Name</u>	<u>Class</u>	<u>Subclass</u>	Filing Date if <u>Appropriate</u>
_____	AA 6,236,996	May 2001	Bapat et al.	707	9	
_____	AB					
_____	AC					
_____	AD					
_____	AE					
_____	AF					
_____	AG					
_____	AH					
_____	AI					
_____	AJ					
_____	AK					
_____	AL					

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**FOREIGN PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	<u>Date</u>	<u>Country</u>	<u>Class</u>	<u>Subclass</u>	Translation <u>Yes No</u>
_____	AM					
_____	AN					
_____	AO					
_____	AP					

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

Examiner <u>Initial</u>
_____
_____
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_____

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.